

*"What a fabulous experience. I heard great things about this conference, but it exceeded all expectations! I made so many great connections with colleagues from around the country."*

Alison Eischens

Director of HR, AlfaTech Consulting Engineers, Inc.

# A|E|C 9<sup>th</sup> Annual HR 2018 SUMMIT

THE A/E/C INDUSTRY'S LARGEST HR CONFERENCE

Presented By:



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April 18-20, 2018  
SAN DIEGO, CA

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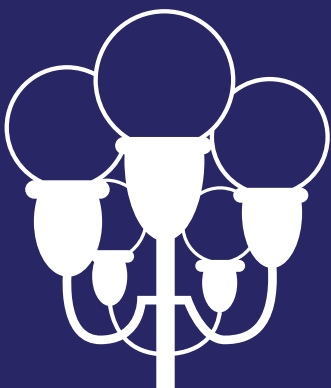


# IGNITE

## *Your Career! Your Culture! Your Results!*

The A/E/C HR Summit is North America's largest event dedicated to the management of human resources in the A/E/C industry. Co-hosted since its inception in 2010 by Bob Kelleher and The Employee Engagement Group, this year's Summit will be April 18-20 in San Diego, CA. This is a unique opportunity to engage with A/E/C HR professionals and senior-level firm leaders just like you.

Our 2018 program should be our best yet, with the latest trends, real time data, and practical case studies to help you improve the way you manage your most important assets. This year, we have expanded the content to include a CEO panel, so you can hear firsthand from the C-Suite what is important to them in 2018! You'll also have plenty of time to network and have fun with fellow attendees! Don't miss this chance to get energized and excited about the evolving role of HR, and what you can do today to **IGNITE your career, your culture, and your firm's performance!**



# KEYNOTE SPEAKERS

## *The Fish! Philosophy of Corporate Culture*

### **Harry Paul, Author and Speaker**



Harry Paul (aka Harry the Fish Guy) is an internationally sought-after speaker and author who helps businesses and organizations create cultures of excellence. His Fish! Philosophy teaches leaders the importance of managing with trust, and recognizing and appreciating employee's hard work, creating a culture where fun and hard work go hand-in-hand.

Harry is the co-author of seven business books including **FISH! A Proven Way to Boost Morale and Improve Results**. FISH! - one of the best-selling business books of all time - has over five million copies sold and been translated into 35 languages. His books have been on the bestseller lists of The New York Times, Publisher's Weekly, Business Week, Amazon.com and The Wall Street Journal.

## *A CEO Transition Case Study: How HR, the C-Suite and the BOD Navigated Through a Successful Transition*

Members of VHB reflect on a recent CEO transition:

- Gerry Salontai, the former CEO of Kleinfelder, current VHB board member, and Principal of Gerry Salontai Consulting
- Bob Brustlin, the former CEO and current Chairman of VHB
- Keri Kocur, the CHRO of VHB

## *How HR Led a Cultural Revolution - A True Story*

### **Bob Kelleher, Author/Speaker/Founder of The Employee Engagement Group**



Bob Kelleher is a best-selling author, keynote speaker, and consultant and travels the globe sharing his insights on employee engagement, leadership, and workforce trends. Bob is the author of the best selling book, **LOUDER THAN WORDS: 10 Practical Employee Engagement Steps That Drive Results**, **CREATIVESHIP, A Novel for Evolving Leaders**, **EMPLOYEE ENGAGEMENT FOR DUMMIES**, and **I-ENGAGE, Your Personal Engagement Roadmap**. Bob is also the founder and president of The Employee Engagement Group. Previously, Bob spent 25 years in the A/E/C industry, including roles with AECOM as Chief Human Resources Officer; ENSR as Executive Vice President of Organizational Development, and Chief Operating Officer; and Metcalf & Eddy as Director of Human Resources.

## *The Latest HR Trends in the A/E/C Industry*

### **Dave Burstein, Director, PSMJ Resources, Inc.**



Dave Burstein is a director and senior consultant at PSMJ Resources, Inc. where he provides consulting and training services on the subjects of strategic planning, marketing, project management, human resources, quality, finance, and ownership transition. Prior to joining PSMJ in 1997, Dave was a Senior Principal for Parsons Corporation, holding a variety of positions including President of Parsons' 1,600-person environmental subsidiary.

*"This is ALWAYS an outstanding conference,  
that keeps getting better every year!"*

**Carrie Johnson, Principle , Wallace Engineering**

*"I came away with improvements I can make to my  
benefit programs and recruiting processes immediately!"*

**Laurie Iulig , HR Manager, LJB Inc.**



# CONFERENCE AGENDA

## Wednesday, April 18, 2018

10:00 AM - 5:00 PM (additional fees apply)

### Pre-Summit Workshop Option A

#### ***Engaging and Developing High Performing Teams***

This hands-on workshop will focus on the key steps to building a high performing team. You will leave energized with a blueprint that will enable you to transform your teams into high performing functional teams, and will take home teambuilding tools, exercises, templates, and approaches.

Highlights include:

- Learn how to establish your leadership team's 'baseline' via assessments and polling
- Learn how to adopt best-in-class experiential exercises to reinforce team dynamics
- Learn how to apply Patrick Lencioni's *5 Dysfunctions of a Team*
- Understand why humility, hunger, and emotional intelligence are the special ingredients of successful teams

### Pre-Summit Workshop Option B

#### ***Unconscious Bias - Unlocking the Secrets to Diversity and Inclusion***

This highly engaging workshop will help participants understand their own unconscious bias. This session includes interactive exercises, models, and tools that the participants can use to shift and manage biases.

Highlights include:

- Understanding unconscious bias beyond just race and gender - and how it impacts the workplace
- Tools and techniques for managing biases individually and with teams
- Real life case studies and best practices
- Take-away tools and an action plan to implement in your workplace

### DINE AROUND - 6:30 PM

Join your hosts and fellow attendees for a "Dutch-treat" dinner. This event is open to all 2018 A/E/C HR Summit attendees and is a great way to kick off the conference!

## Thursday, April 19, 2018

7:15 AM - 8:15 AM

Registration and Networking Breakfast

8:15 AM - 8:45 AM

Welcome and Introductions

8:45 AM - 9:45 AM

### ***Opening Keynote:***

Latest HR Trends in the A/E/C Industry

9:45 AM - 10:15 AM

Networking Break

10:15 AM - 11:45 AM

### ***Re-Imagine Laboratory:***

Focus Groups by Company Size and Location

11:45 AM - 12:00 PM

Networking Break

12:00 PM - 1:30 PM

### ***Keynote Luncheon Presentation:***

A CEO Transition Case Study: How HR, the C-Suite and the BOD Navigated Through a Successful Transition

1:30 PM - 1:45 PM

Networking Break

1:45 PM - 2:45 PM

### ***Concurrent Breakout Sessions A***

2:45 PM - 3:15 PM

Networking Break

3:15 PM - 4:15 PM

### ***Concurrent Breakout Sessions B***

4:15 PM - 4:30 PM

Networking Break

4:30 PM - 5:45 PM

### ***CEO Panel:***

What do you look for in a successful HR business partner?

5:45 PM

Adjourn

5:45 PM - 6:45 PM

### ***Cocktail Reception***

Join your hosts and sponsors for the start of a fun evening of cocktails and hors d'oeuvres

6:45 PM

### ***Historic Tavern Tour in the Gaslamp Quarter***

A great opportunity for attendees to renew old acquaintances and make new ones - an always popular event!

## Friday, April 20, 2018

7:30 AM - 8:30 AM

Networking Breakfast

8:30 AM - 9:30 AM

### ***Host Keynote Presentation:***

How HR Led a Cultural Revolution - A True Story

9:30 AM - 10:00 AM

Networking Break

10:00 AM - 11:00 AM

### ***Concurrent Breakout Sessions C***

11:00 AM - 11:30 AM

Networking Break

11:30 AM - 1:45 PM

### ***Keynote Luncheon Presentation:***

The Fish! Philosophy of Corporate Culture

1:45 PM - 2:00 PM

### ***Closing Comments and Adjourn***

3:00 PM

### ***Walking Tour of San Diego***

Join your fellow colleagues for a walking tour of downtown San Diego! Learn some fun history about our host city, which grew from a small Spanish settlement to the 8th largest city in the US.



The 2018 A/E/C HR Summit is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

## WHO ATTENDS THE A/E/C HR SUMMIT?

This event is for any A/E/C firm leader or manager who faces challenges with regard to compensation, recruiting, retention, employee benefits, leadership development, and anything else related to human resources. Past attendees have included HR Directors, Principals, CEOs, HR Managers, COOs, and many others!

## NEW FOR 2018

- Complimentary Employee Engagement Pulse Survey for all companies who attend
- CEO Panel - hear firsthand what is keeping executives up at night, and what the C-Suite is looking for in their HR business partner
- Breakouts by company size and company geographical location

## WHO WE ARE

**The Employee Engagement Group (TEEG)** is proud to present and host the A/E/C HR Summit. TEEG is a global services and products firm, that works with leadership teams to implement best-in-class leadership and employee engagement solutions, including surveys, workshops, consulting, and keynotes. TEEG was founded by author, speaker, and A/E/C HR expert Bob Kelleher, who has co-hosted the HR Summit since it originated in 2010.

**PSMJ Resources** is the Premier Sponsor of the A/E/C HR Summit. PSMJ is the worldwide leader in business information and analytics for the A/E/C industry. Their publications, surveys, seminars, conferences, and consulting provide unmatched insight and advice on effective management strategies for A/E/C leaders. PSMJ has been affiliated with the A/E/C HR Summit since 2010.

## OUR VENUE

### Westin of San Diego

400 West Broadway, San Diego, CA, 92101

Room Rate: \$199 per night (discount rate until 3/26/18)

*Please note: This special room block rate is valid through the cut-off date listed, pending the room block is not sold out. TEEG is not responsible if the allotted amount of rooms is at capacity. We do our very best to accommodate our loyal Summit attendees. We encourage you to make your room reservations as soon as possible to ensure you receive the advertised rate.*

# REGISTER



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[www.employeeengagement.com/aec-hrsummit-2018](http://www.employeeengagement.com/aec-hrsummit-2018)

## SATISFACTION GUARANTEED

*We are proud to guarantee your satisfaction with the 2018 A/E/C HR Summit. If for whatever reason, you are not happy, we will either offer you attendance at another Employee Engagement Group event, or refund your registration fee.*

### REFUNDS AND CANCELLATIONS

*Cancellations received in writing at least 45 business days prior to the program will be issued full refunds. Cancellations received in writing at least 44-11 business days prior to the program receive a credit letter, good for one year, to use towards any TEEG public program (cannot be applied towards in-house training, partner/associations programs and previously registered and paid attendees) or attendance at next year's Summit. Cancellations made 10 or fewer business days prior to the program and/or no-shows are not eligible for refunds or credits.*

### TRAVEL AND ACCOMMODATIONS

*A block of rooms is reserved for HR Summit attendees. To secure reduced rates, please make hotel reservations by the cut-off dates and be sure to mention that you are attending A/E/C HR SUMMIT. If you have any questions regarding reservations, please contact The Employee Engagement Group at 781-281-7256 or email [hrsummit@employeeengagement.com](mailto:hrsummit@employeeengagement.com).*



A|E|C 9th Annual  
**HR** 2018  
**SUMMIT**

The Employee Engagement Group  
444 Washington Street Suite 506, Woburn, MA 01801



Call:  
(781)-281-7256



Email: [hrsummit@employeeengagement.com](mailto:hrsummit@employeeengagement.com)



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*"This is the only conference specific to our industry, with a great deal of relevant data, latest trends, and always great speakers!"*

Jill Patterson, HR Manager  
RHM Group

*"This conference is the BEST. Each year I meet more colleagues, pick up invaluable information, great best practices, and the latest HR trends."*

Beverly Williams  
VP of HR, Langan Engineering & Environmental Services, Inc.

*"I walked away with a treasure chest of new ideas, best practices, and the energy to implement them."*

Melanie Hoy  
Director of Operations, The idGroup